The Academic Senate established the Ad Hoc Task Force on Diversity (AHDC) on May 22, 2008. The members of the Task Force were appointed in mid-October and held their first formal meeting on October 27, 2008. On May 21, 2009, the Academic Senate of Sonoma State University extended the existence of the Ad Hoc Committee on Diversity and the term of each member until October 1, 2009. After giving its initial report to the Senate in the Fall of 2009, the remaining members of the Faculty and Staff subcommittee and those involved in preparing the History of Diversity Programs report continued to meet to finalize their reports. The purpose of extending the life of the committee was to allow it to complete the work it had begun and to deliver its final reports and recommendations to the Senate.

We have included the report to the Senate from October 1, 2009 (Appendix A) and the Comments Made by the Academic Senate’s Ad Hoc Committee on Diversity (AHDC) 10/1/09 Academic Senate Meeting (Appendix B) for those who have joined the Senate this past year and recommend that all those on the Senate, as well as the members of its new Diversity Subcommittee, also use this opportunity to review our initial findings.

After the presentation to the Senate at its 10/1/09 meeting, the members of the open forums subcommittee and the ex-officio members ended their service. From October 2009 to the present, the continuing members of the Task Force included:

- Sharon Cabaniss, School of Science and Technology
- Hee-Won Kang, School of Education
- Barbara Lesch McCaffry, School of Arts and Humanities, co-Chair
- Sandra Shand, Student Services Professionals
- Erma Jean Sims, California Faculty Association (CFA)

Additional members included the 2009-2010 Chair of the Faculty, Susan Moulton, and Rashmi Singh (who had served during the prior year as the “replacement” for Erma Jean Sims as the CFA representative).

In addition, the former staff representative, Merith Weisman served as a consultant on specific issues and attended several of the meetings.

The Ad Hoc Diversity Committee completed its charge to hold open forums (one was held for students on November 19, 2008 and three additional sessions for the campus community were held on March 24, 25 and 26, 2009). A final report from the Open Forums subcommittee was provided to the Senate on October 1, 2009 and is on the Senate web page. We again urge that the raw data collected at those sessions during the Spring 2009 semester be provided to the Senate Office, if this has not already occurred.

The final report from the Student Data subcommittee was also provided to the Senate on October 1, 2009 and is posted on the Senate web page.

Our initial priority since 10/1/09 has been to complete the two remaining reports. The final History of Diversity Programs report is now available and will be posted on the Senate web page because there has now been sufficient opportunity for campus input to the draft report. It has also been updated to include changes since October 1, 2009.


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The Faculty and Staff Data subcommittee report has been much more problematic. After spending months requesting data, we discovered that there were major problems that we had not anticipated. After consulting with the Interim Vice Provost for Academic Affairs, Melinda Barnard, we reviewed the raw numbers and discovered that there was no way to accurately analyze the data as there were so many faculty for whom no ethnic identification was noted in PeopleSoft (there was no ethnic self-identification for close to 10% of the faculty) and that faculty who had previously self-identified as ethnic minority were now coded as Caucasian. It became clear that in the process of converting from the former CSU payroll system (PIMS) to PeopleSoft, there was no system utilized to ensure that data was accurately coded and faculty and staff for whom data was not available were not consulted. In addition, the numbers for faculty by department did not add up to the numbers reported by school or university-wide. After extensive review of the analyses provided by Employee Relations and Compliance (ERC) and Faculty Affairs (and the raw data upon which those analyses were made), the subcommittee concluded that there so many challenges to the accuracy of the data that could not be resolved that any analysis would be meaningless. In our discussions and our year-end status report to the Senate in May of 2010, we urged the University to verify all of the data in PeopleSoft in terms of sex and ethnicity so that accurate reports could be generated which will allow the University to engage in meaningful planning to enhance its diversity. We were assured that faculty and staff would be re-surveyed by ERC about their self-identification information and that analyses based on accurate information done in collaboration with Faculty Affairs would be available.

In July, an e-mail was sent to all faculty and staff by Joyce Suzuki of ERC dated requesting that we review current personal data in PeopleSoft. She said, “You have until September 30, 2010 to update your information using the new race and ethnicity categories. If you choose not to complete the resurvey form we will report you as ‘Race and Ethnicity Unknown’ unless you previously provided us race/ethnicity information, in which case, we will map you to an appropriate new category.” However, that e-mail was sent to faculty at a time when the majority of them were not in work status and there has been no subsequent follow-up. Therefore, it is unlikely that a significant number of faculty will actually comply unless additional steps are taken by ERC (which is what we are recommending).

The final report from the Faculty and Staff Data subcommittee is now available and will be posted on the Senate web page. As we have noted, it is more limited in scope than we initially anticipated. In light of the fact that we were unable to perform any meaningful analysis of data related to faculty and staff at SSU except in the aggregate as compared to other CSU campuses, we strongly recommend that the new Senate Diversity Subcommittee (in conjunction with the Faculty Standards and Affairs Committee) have as part of its responsibility requesting and reviewing an annual report from ERC and Faculty Affairs including new hires, promotions, separations and salaries and requesting that ERC create a system for ensuring that the reports are based on as accurate and complete sex and ethnicity data as possible.

“At the Senate meeting of 10/1/09, the Senate’s Ad-Hoc Diversity Subcommittee presented 24 of its recommendations for improving diversity on the SSU campus to the Senate for consideration. The Senate requested that the Ad-Hoc Diversity Subcommittee rank the

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3 E-mail from Joyce Suzuki regarding “Change in Race and Ethnicity Collection and Reporting Requirements” dated July 7, 2010.
recommendations to come up with the top 5 recommendations. Subsequently, the AHDC asked the Senate Analyst to assist in producing a survey of all 24 recommendations that could be sent out to everyone on campus to derive a ranking based on a campus wide response.\footnote{http://www.sonoma.edu/Senate/ReportDiversityRecSurveySpring2010.pdf} We are indebted to Laurel Holmstrom-Vega, who with assistance from Professor Cora Neal (Mathematics and Statistics) created a survey that was sent to all faculty, staff and students and analyzed the results.\footnote{http://www.sonoma.edu/Senate/ReportDiversityRecSurveySpring2010.pdf}

The five highest ranked recommendations based on that survey were:

1. Establish a prompt and effective system of immediate response to acts of racism, sexism, homophobia, etc. through opening campus dialogue through workshops, town halls, open forums, etc.;
2. Continue training students in the residential community regarding cultural sensitivity;
3. Provide enough funding to programs that specifically support diverse students: CCGS, EOP/Equal Opportunity Programs, Summer Bridge, History Month Celebrations, Multicultural and other clubs serving underrepresented groups, Commencement celebrations (Black, Raza and Rainbow), and Disability Services for Students/DSS;
4. Recognize that majority professors, staff and students have a crucial role in moving the diversity agenda forward; and
5. Align goals, funding, and policies to ensure a sustainable diversity infrastructure.

We recommend that the members of the Senate Diversity Subcommittee, other relevant Senate Committees, the President’s Diversity Council and the Director of Diversity and Inclusive Excellence monitor the University’s progress on these highest ranked recommendations, as well as the other contained in the reports submitted to the Senate on 10/1/09 (see Appendix B).

Toward the end of the Fall 2009 semester, Sharon Cabaniss and Barbara Lesch McCaffry also began to work with Senators Catherine Nelson and Sam Brannen to draft a resolution to form a Senate Diversity Subcommittee, which was one of the recommendations in the 10/1/09 AHDC report. It came forward to the Senate toward the end of the Fall 2009 semester, was referred to the Senate’s Structure and Functions Committee, and was approved in conjunction with changes to the by-laws of the Senate during the Spring 2010 semester.

While that this committee had its first meeting earlier this month, we are concerned that the election process in several schools was not openly or fully advertised due to the rush at the end of the Spring semester which may have prevented all those interested in serving from having their names on the ballots. We are also saddened to hear that the Library will not be filling its seat and hope that when staffing levels are restored, it will be able to do so. In addition, as of this date, an election has yet to be held for the seat for a Student Services Professional and Associated Students has yet to identify a student to serve on the committee. These openings, and the delay in filling the seat from the School of Science and Technology, have already had an impact on the committee’s ability to address its charge.
The existing Task Force Members also consulted with the Interim Vice President for Student Affairs and Enrollment Management (SAEM), Matthew Lopez-Phillips, and reviewed the status of the Center for Culture, Gender, and Sexuality (which was renamed the Multicultural Center at the beginning of the Fall 2010 semester) with grave concern. The University concurred with our recommendation and the Center was returned to the Division of Student Affairs and Enrollment Management (SAEM) at the beginning of the 2009-2010 academic year. However, when it was transitioned from Administration and Finance (A & F) in July of 2009, no funding was provided to SAEM. In addition, SAEM was charged $30,000 for the use of the space. While A & F covered that charge for 2009-10 and 2010-11, we are very concerned that a program specifically for students which has always been located in the Student Union is being charged rent for use of the space and again reiterate our earlier recommendation that the University review its policies regarding rentals and other charges (use of the dorms, food services) for programs serving under-represented, low-income and/or first generation students.

It is crucial that the third room (formerly the Intercultural Center and currently being used for storage) be returned to the Center. This was a critical space that has been used as a lounge for diverse students to share concerns in a safe environment. As a follow-up to a discussion at the Senate on 5/18/10, Senator Janet Hess wrote to Vice President Furukawa-Schlereth requesting his support for the “creation of a permanent Women's space from the side lounge presently used for storage in what is supposed to be the Center for Culture, Gender, and Sexuality.” At a recent Senate meeting, the Vice President indicated that the third room would no longer be used for storage and that his intention to consult with ASI about alternative uses for the space. Since it has historically been a space used by the Center and prior to that the Intercultural Center we urge that any decision about the space also include discussions with the Interim Vice President for Student Affairs and Enrollment Management and the faculty representatives to the newly created advisory board for the Multicultural Center (or the full board).

For most of the 2009-10 academic year, the Student Discipline Coordinator (Mack Olsen) served in as the Coordinator of the Center on a part-time reassignment with support from a number of unpaid student interns who worked with the relevant student clubs. While many positive things have been supported by the Center, the unpaid nature of the internships resulted in a less diverse group of working in the Center and supporting the clubs that serve under-represented students. The issue of leadership was even more dire with Mack Olsen’s departure. Under Mr. Olsen’s leadership, the student interns and clubs (as well as Bruce Berkowitz and Associated Students Productions) supported programming for Black History Month (February), Women’s History Month (March) and Raza/Native American Month (April). These efforts are to be commended. Kudos also go to Associated Student Productions for the Tim Wise diversity presentation and workshop. Mike Ezra and the Jewish Studies program also presented an initial Jewish Studies Lecture Series this Spring that brought very interesting programming to the campus that could be connected to ASP in future years. While all of these had a significant impact, there was minimal connection to academic programs except for the events coordinated through ASP or those that originated in a specific academic department or program. We strongly urge that this change in the current academic year.

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6 E-mail from Janet Hess to Vice President Laurence Furukawa-Schlereth dated 5/18/10.

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Another pressing and equally significant concern is the fact that the director’s position for the Center still remains unfilled and that there was not be a consistent professional staff presence in the Center for two years which made it especially difficult for students from diverse backgrounds to see the Center as a resource. In the past, the Director of the Women’s Resource Center and/or the Director of the Inter-Cultural Center provided support to students in crisis, often due to either an established relationship with that person or a referral by a friend or acquaintance. This is not possible when the Center is not consistently staffed and this is not a role which student interns or a part-time staff of three can easily fill. One impact of the lack of permanent professional staff occurred in the 1990s when an undergraduate student was the interim Director of the Women’s Resource Center (WRC). The student working in the WRC filed a complaint with the U.S. Department of Education’s Office for Civil Rights on behalf of another student who came to the WRC for advice.

In our year-end status report to the Senate in May of 2010, we expressed concern with the coordination of the specialized graduation celebrations for under-represented students and communication about them to the campus community, especially invitations to those students being honored. In spite of repeated requests from faculty and SAEM professionals for the past few years, the Raza and Black Celebrations are scheduled to start at the same time on the same night. In addition, notice of these events did not go out to the campus until two weeks beforehand. Both of these factors meant that fewer students and members of the campus community were able to attend. Poor attendance by the campus community at their events was one of the concerns raised by these students at the Open Forum held during the Fall 2008 semester.

At the end of the Spring 2010 semester with the departure from campus of Mack Olsen, Assistant Vice President for Student Affairs and Enrollment Management Chuck Rhodes assumed responsibility for coordinating the work of the Center. Over the summer, its name was changed to the Multicultural Center (MCC) and at the beginning of the Fall semester, three staff in Residential Life were reassigned on a part-time basis to staff it. It is clear that the three people working in the Center have knowledge and commitment, but concerns have been raised about continuity. Two of the incumbents are Residential Life Coordinators who are normally appointed to three-year positions; both of them are now in their second year at SSU.

There was also a request to the Senate to appoint faculty representatives to an advisory board that was being created for the Center. Professors Janet Hess (Hutchins), Christina Baker (AMCS) and Don Romesburg (WGS) were recommended by the Senate’s Structure and Functions Committee. However, one of them recently noted that the advisory board has yet to meet and that they were informed after the fact of the changes in name and staffing for the MCC.

The MCC has been restored as a vibrant space on campus for diverse students, but many have questioned the choice of names. There was extensive discussion of the proposed new name in the Ad Hoc Diversity Committee and the issue was also raised during the Spring 2010 semester in the Student Affairs Committee and the President’s Diversity Council. The term “multicultural” is one which has not been widely used since the 1990’s and at that time was primarily used to include racially diverse groups (but not women, LGBTQ students, those in the disabled community or those from different religious traditions). It is recommended that the issue of a permanent name for the MCC be on the agenda for its advisory committee.
In addition, while there was a general reception and specific receptions for African-American, Latino, Asian/Pacific Islander, Raza/Native American, LGBTQ members of the University community in the past few weeks, there have yet to be comparable events based on gender, disabling condition, and religious belief. We recommend that this occur soon as these are also groups served by the Center according to the flyers available at its opening reception.

Over the summer, resources in the MCC, including documents and banners from the WGS Club were moved and cannot be located. We recommend that those currently coordinating the Center will work with that club to restore those resources.

While these are, for the most part, very positive steps forward, we have concerns about continuity in staffing beyond this year and the lack of funding in SAEM to recruit professionally trained staff to coordinate the work of the Center. We again urge the University to identify the resources to augment the SAEM budget to fund a minimum of one full-time SSP II or III position in the MCC to work with the three primary groups it was designed to serve. We also recommend that the new Senate Diversity Subcommittee and the Senate’s Student Affairs Committee will devote attention to the work of MCC, its staffing and its funding.

Last year when we met with the Interim Vice President of SAEM, Matthew Lopez-Phillips, he indicated his intention to locate funds for a victim’s advocate or student advocate support position in the Counseling Center who could fill some of the responsibilities of the former Sexual Assault Education Coordinator, thus limiting campus liability and improving the retention of affected students affected by sexual violence. We are very concerned about the reports to faculty from students of incidents of sexual assault and date rape for which they did not feel that they had received support from the University outside of assistance with medical needs or filing a report with the police. We urge that the University identify the resources (outside of the existing SAEM budget) to fund an additional full-time counselor position in Counseling and Psychological Services who can again provide victim’s or student advocate support to these students, many of whom have leave SSU due to a lack their traumatic experiences and on-campus support. We realize that the budget is tight and that it would not be appropriate to ask the new Director of Diversity and Inclusive Excellence to take on these duties (as hers is not a position “covered” by confidentiality regulations), but identifying staffing for this issue is crucial. The fact that there are such limited resources on campus may also be of concern to the U.S. Department of Education’s Office for Civil Rights.

As Senator Hess noted in her prepared statement to the Senate at its final meeting last spring:

Students are gathered here today because they are concerned about the lack of support for women at Sonoma State University. They are concerned about students formerly helped by the now collapsed and empty C.C.G.S. They are concerned about victims of sexual assault who need support. . . . The students gathered here thank the Administration for its efforts thus far. But we urge the President and V.P. to realize their promises to provide funding for a Sexual Assault Counselor, to hire a director for the C.C.G.S., AND to fund a resource person dedicated to working exclusively with women.

We understand that the Student Affairs Committee and the Interim Vice President for Student Affairs and Enrollment Management have been discussing this position, and urge that it be established and filled this semester so that the students entering SSU this Fall will have an on-campus resource available to them that will be a critical asset in their recovery and retention at
SSU (and hopefully avert another complaint being filed with the U.S. Department of Education’s Office for Civil Rights).

We also urge the University to **identify ways to support existing diversity efforts** on campus including EOP, the Summer Bridge Program and MESA the latter of which as of the end of last semester was still struggling to identify the funds to continue in the 2010-11 academic year. We understand that in order to continue, a **minimum contribution from the University of $25,000 for MESA** was needed. In addition, we are **gravely concerned with the elimination of positions in Advising, Career and EOP upon the departure of their incumbents** (including the former Director of Advising, Career and EOP, Joyce Chong). These are critical positions that actively support retention, especially for low-income, first-generation students.

During 2009-2010, **Advising, Career & EOP Services (ACE)** provided support to assist students enrolled at SSU who had attended Roseland Prep University (RUP) in being successful at SSU in light of the fact that the majority of the RUP students who first enrolled in the Fall of 2008 did not return for the Fall 2009 semester. This is further evidence that without the appropriate and specialized student services support systems in place; diverse students from low income and underrepresented communities are not well retained during their initial transition by generic campus services and classroom contacts. We recommend that the ACE staff who delivers EOP services to a similar special population with a proven record of success continue to serve all RUP students. We are concerned about the ability of the currently reduced staff to continue to provide this support in the coming year. We also recommend that the University continue to identify ways in which it can provide financial assistance to all students whose citizenship status (AB 540) makes them ineligible for most forms of federal and state support.

Before his departure this summer, Provost Ochoa moved forward with plans to fund a part-time three-year position for a faculty member as the **Director of Diversity and Inclusive Excellence** (8 WTU per semester). The fact that the Associated Students, Inc. also supported the funding of a position dedicated to Diversity and Inclusive Excellence is especially appreciated. A number of faculty had hoped that concerned faculty who had been serving on the President’s Diversity Council and the Senate’s Ad Hoc Diversity Committee would be invited to participate in the selection process and that a full recruitment process would be utilized which yielded a pool of qualified candidates (which was not the case). Professor Elisa Vélasquez-Andrade, who has been actively involved with both the Senate’s Ad Hoc Diversity Committee and the President’s Diversity Council, was appointed by Provost Ochoa to a three-year term in this position. It should be noted that there were concerns raised at the end of the 2010 academic year about the process and the lack of any other candidates. We also hope that Academic Affairs (as well as the School of Social Sciences and Dean Leeder) will be able to provide support for this new position and identify funds to provide training for the new director to ensure her success in this role.

Rona Halualani and Associates were hired for the **diversity mapping project** that was completed in conjunction with the PDC’s Strategic Area: Diversity in the Curriculum. While the preliminary report delivered to the President’s Diversity Council on 5/19/10 was expansive and
included many solid recommendations, we are concerned that the survey instrument that was utilized may not yield that type of results that will allow the University to move forward given the very low rate of response (10% for faculty and 13% for staff and administrators). In addition, the curricular data was gathered from the catalog and an electronic draft was sent to department chairs over the summer when most were not in work status. Thus, many departments may not have had an opportunity to thoroughly review the results and ensure the accuracy of what was reported. We look forward to Dr. Halualani’s presentation on 9/28/10. We also recommend that additional resource be identified so that some of Professor Halualani’s recommendations can be implemented and that there is an interactive follow-up on the curricular information with department chairs to refine the results. We recommend that EPC and the Senate and school-wide General Education Committees follow-up on the curricular issues component of the report and the need to address issues of diversity across the curriculum.

We look forward to seeing the Diversity Strategic Plan that has been developed over the past two years by the President’s Diversity Council and hope that it will synthesize the recommendations from the Senate’s Ad Hoc Diversity Committee into the final version so that the University can truly move forward. We urge the new interim Provost to utilize the existing process through the Senate’s Structure and Functions Committee to fill all faculty seats on that body (which are listed as being annual appointments) and to also clarify the terms of service for the existing members. There are many on the campus who are committed to enhancing diversity at Sonoma State and would welcome a chance to make a difference. We also hope that with the leadership of Dean Elaine Leeder as the current chair, that the Strategic Plan will also be updated to include implementation strategies, priorities and funding recommendations.

Finally, the remaining members of the Ad Hoc Diversity Committee have also expressed a willingness to continue to serve until the Senate’s Diversity Subcommittee is formed and to provide assistance in the transition in the Fall of 2010.

We will be providing the Senate with an Executive Summary of our final report and recommendations at our presentation to the Senate on 9/30/10.